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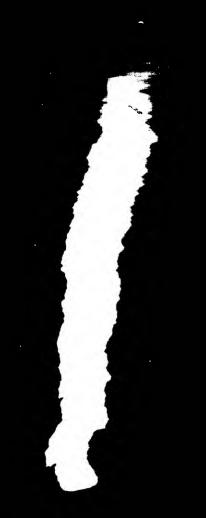
The SCI ask Hhat You had I read the attached and then discuss it with him.

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SIESTANITAL SUPPORT OF CONTROVERSIAL UNPAVORABLE OF CONTROVERSIAL OF CONTROVERSIAL UNPAVORABLE OF CONTROVERSIAL OF CONTROVERSIAL OF CONTROVERSIAL UNPAVORABLE OF CONTROVERSIAL O 1. People for Analysis Selection 1. Recruiting Junior Analysts Lateral Entry for Senior Analysts Improve methods of searching for lateral entrants 3. Firing/Other Improve training in how to find info and in basic principles of analysis (e.g. building logical models, consistency rules, peculiarities of intell work.,etc.) Training is seen as being "on the Job" by seniors and as net occurring by juniors. "Out task forces are very ad hocish-we need management attention to get them to work as inter-disciplinary teams. IB. Training
1. Initial Trg. Provide basic language training to new analysts who lack a defined minimum level of expertise. 2. Ongoing Trg. Write a textbook on how to intelligence analysis Conduct a formal program to familiarize senior people with DCIADNAC ideas on what's good analysis Develop area specialist program. Establish & Publicize Career paths to GS-18 for all specialties PMCD is seen as a millstone around our necks 1C. Rewards & Incentives 1. Promotion Define"super analyst" lobs using PMCD tools Implement system to increase formal and informal recognition of good work. Use a periodical pub interaction with to show & critique good analyses DCI, D/DCI/NI via lunches & dinners 2. Recognition DCI consciously use prerequisites to build stature of snalvsts 3. Other Trade off managers, concern in mcctings administrators & use the procedud collectors to get look of analyses relative to demands to process rew dara, enseer the mail & Talk of anything but how to got nore analy is idle chatter. 1D. Numbers 2. In meetings we scened at once unable to say how to train analysts & asking for better guidance as to what our work should be. Use multi-disciplinary seminars(esp. involving DCI, D/DCI/NI) to build intellectual Prepare a "code of conduct" for intell. analysis Reduce amount of improve support at the collection-analyst introduced in the collection-analyst introduced and the collection-analysis face, e.g. by force feeding data base deficiencies into the collection-analysis interface. II. Support of Analysis Improve HUMINT tasking and tapping of DDO knowledge. IlB. Support of Analysis Improve privacy and
1. Environment a. Physical Surroundings Improve libraries and data bases of the intell. community b. Information Flow Develop mechanism to nurture appropriate competitive analyses and ensure that no gaps are inadvertently left. c. Intellect. Climate Improve the use of analytic techniques by providing for rapid responses to analysts' needs, searching for analyses in which techniques can help and searching for better methods 2. Analytic Techniques Proceed in an organized faction to see what would be useful before producing a major estimate. Have consumers participate in an orderly review of NFAC plans for data base building ann seatching for determined and analysis.

Identify concumer groupsifor seach evaluate the value of various sources of intell. compare presentational means us with the define timeliness demands, etc. IIC. Support at Analysis
User Interface
1. Marketing Programs Make better use of video recorders 2. Presentation Means Establish_a_central_evatem

to monitor effort in current
intell.ve. long term research
judge our efforts against
reproduction to the production of the production of the production of the processes that a cross the various forms of intell.nem forditions own for the processes that intell.nem forditions own for the processes that intell.nem forditions own for the processes that one of the processes that intell. The processes that intelligent intelligence that intelligence the processes that intelligence the processe 111. Oversight of Analysis

A. Monitoring

1. Administrative Establish an analytic review board made up of people who understand analysis, that is closely compiled to productionshiftch is responsible to work with analysis to do better. orever. He need to know what our second for intell. smalysis. Subject WMX analyses to whether the control of th Establish a system to regularly evaluate the accuracy of our predictions Define standards of B. Measuring 1. 2. There is no single culture in NFAC. Therefore, undue centralization of detailed implementation is to be avoided C. Management 1.

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